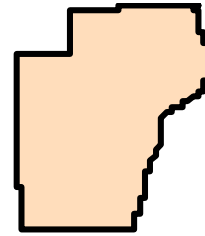
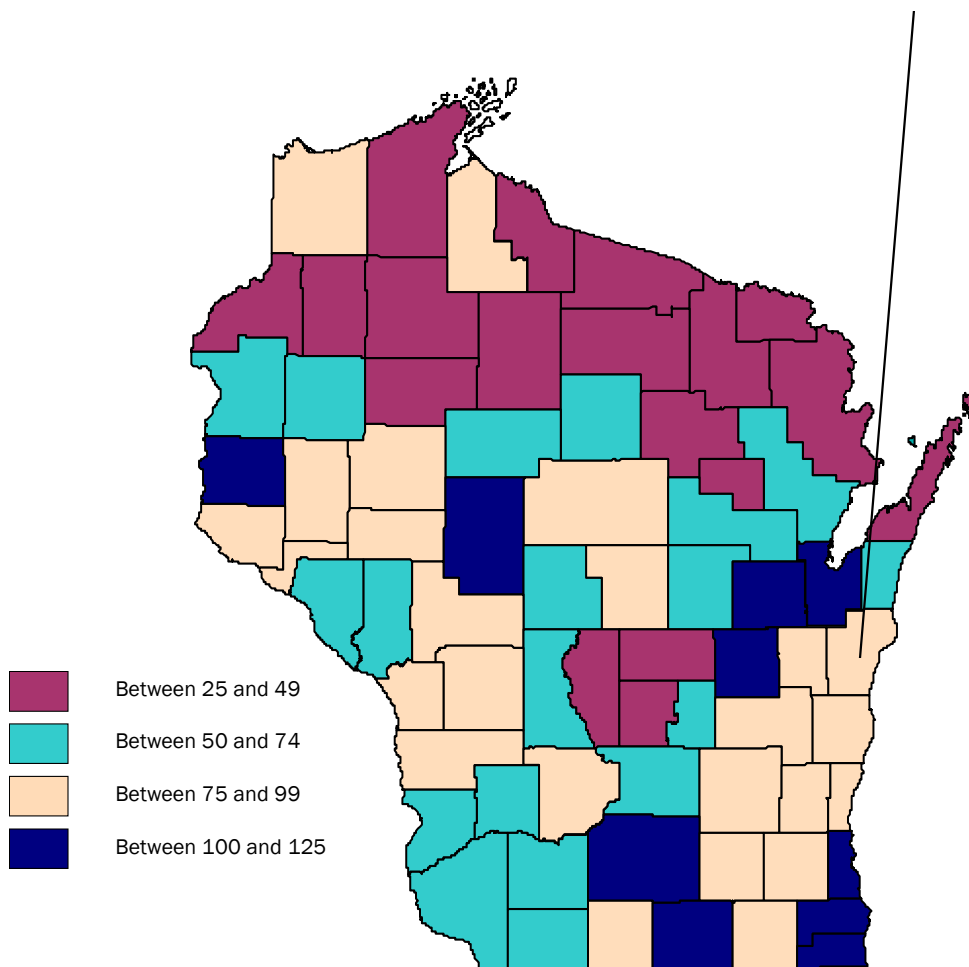


Manitowoc County Workforce Profile



The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

The population in Manitowoc County has increased by 1.7 percent since the Census in 2000. This is well below the state growth rate of 3.1 percent and the national increase of 3.9 percent. The county has added just under 1,400 new residents over the last four years. The growth rate in the county has been below the state and national levels since the 1970s.

Total Population

	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Manitowoc County	82,893	84,264	1,371	1.7%
Largest Municipalities				
Manitowoc, City	34,053	34,612	559	1.6%
Two Rivers, City	12,639	12,599	-40	-0.3%
Kiel, City*	3,129	3,218	89	2.8%
Manitowoc Rapids, Tow	2,520	2,538	18	0.7%
Newton, Town	2,241	2,319	78	3.5%
Kossuth, Town	2,033	2,095	62	3.0%
Schleswig, Town	1,900	1,995	95	5.0%
Two Rivers, Town	1,912	1,921	9	0.5%
Cato, Town	1,616	1,663	47	2.9%
Meeme, Town	1,538	1,543	5	0.3%

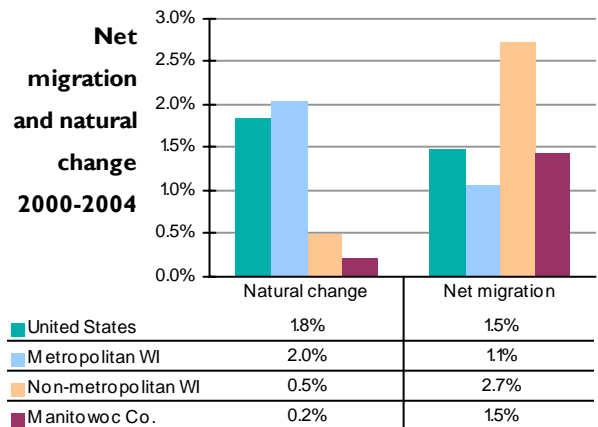
*Manitowoc County portion only

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

The slower growth rate in the county is most likely the result of different forces affecting the area. The economy of the county has been affected by reductions in the manufacturing employment have hit the area hard over the last three major downturns. As the area has lost manufacturing jobs, workers have looked elsewhere for employment and fewer new residents have come to the area. This pattern reversed during the late 1990s as the area's economy began to pick up, the withl the latest recession population growth again slowed. In 2002 the county's population reached its highest level, the previous peak in population occurred in 1980, and again in 2000, when the county's population was 82,887. In the interim, the county's estimated population has fluctuated signifi-

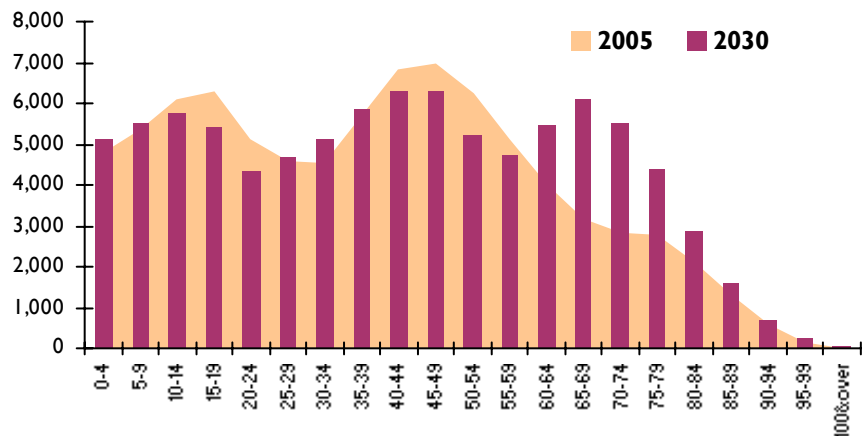
cantly, growing over the course of the 1970s, and then declining during the 1980s, reaching an estimated 30-year low of 80,479 in 1989 before increasing again. The current population of 84,264 represents less than a 3.0 percent increase since 1970. This suggests that the county's population has stagnated.

Population growth is a product of both natural increase (births minus deaths) and net migration. One area that stands out when looking at the source of the county's population growth is the low percent of new population coming from births. Less than 12 percent of the population growth has come from natural increase with the remaining growth coming from net migration. The natural increase in the county is below both the metro and non-metro areas of Wisconsin as well as the national average. This is due in part to the higher me-



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Manitowoc County



Source: WI Dept. of Administration, Demographic Services

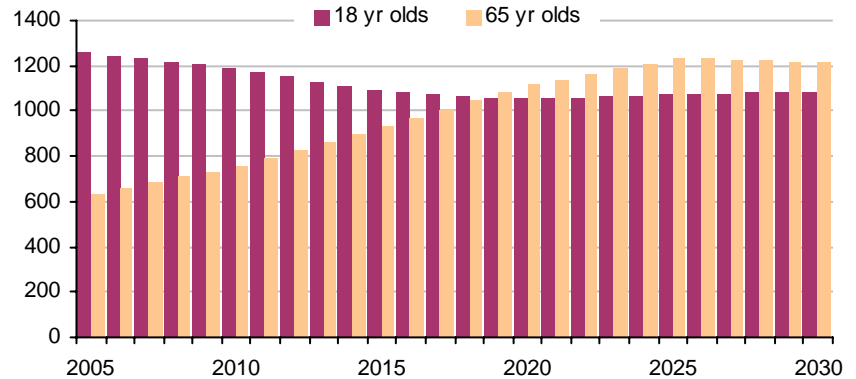
Future Population and Labor Supply

dian age (38.3) in the county when compared with the state (36.0) and nation (33.3), resulting in a large portion of the population being past their prime child bearing years. Growth through net migration was slightly higher than that of the metro counties in the state, but well below that of the non-metro areas which is how Manitowoc is classified.

Growth in the county's ten largest municipalities, shows a wide variance in growth patterns. Manitowoc and Two Rivers - the county's two largest municipalities, experienced diverging growth patterns with Manitowoc increasing 1.6 percent while Two Rivers declined 0.3 percent. In many cases population changes vary in communities due to economic changes, limitations in land area, loss or gains of areas through annexation, as well as birth rates and migration.

The age distribution and projections are illustrated in the chart on the previous page and to the right above. Both charts indicate an aging of the population. Many of those that are currently middle-aged now will be nearing retirement in the next 10 to 20 years, and there will be fewer young workers to replace them. This is especially noticeable on the chart above that indicates that the population will begin to have more workers reaching retirement age

Convergence of 18 & 65 year old population in Manitowoc County

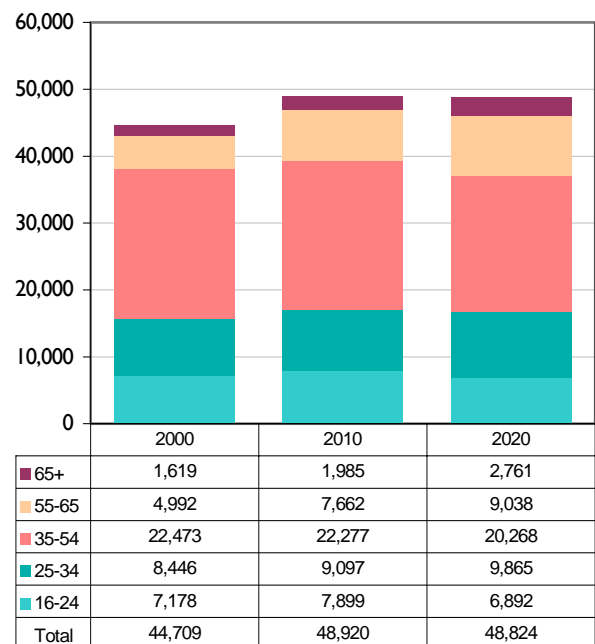


Source: WI Dept. of Administration, Demographic Services

around the year 2018.

While not all workers reaching age 65 will automatically retire and leave the labor force, this is a time that a larger percentage do begin the process. It is also true that not everyone at age 18 is in the labor force. A primary outcome of this will be a shortage of replacement workers for retirees. This may have an impact on future economic growth in the county.

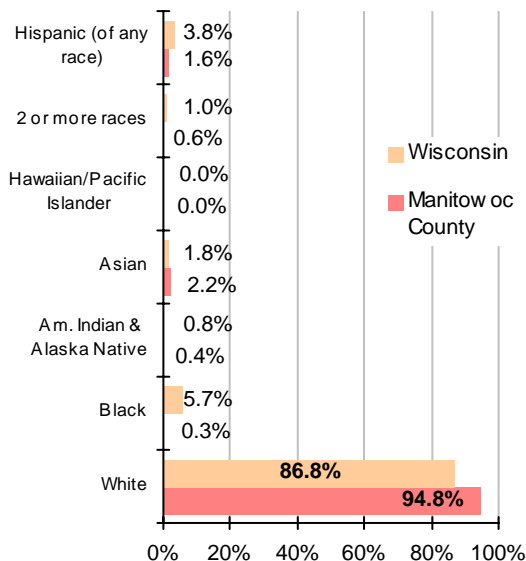
Manitowoc County Labor Force Projections by Age



Decade change	8.4%	9.4%	-0.2%
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Source: DVD, Office of Economic Advisors, August 2004

Race and ethnic distribution



Source: U.S. Census 2000, SF-3, table P-6

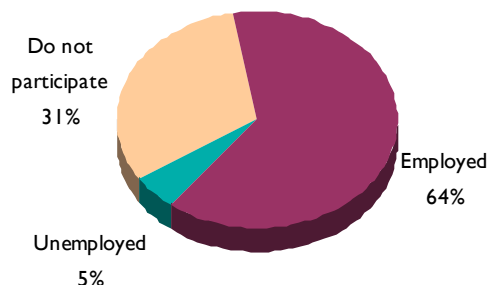
Current Labor Force

Labor force participation represents the share of population that is age 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

work and labor force participation rates will decline.

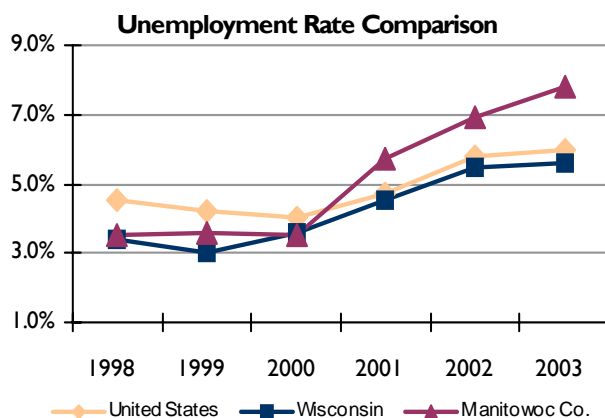
Over the last five years, the county's unemployment has climbed above the state and national level. During that time the number of workers has declined.

Labor force participation in Manitowoc County



Source: DWD, Office of Economic Advisors, July 2004

The participation rate in Manitowoc County in 2003 was 69 percent. This means that 31 percent of the population 16 years and older did not participate in the county's labor force. That includes some students and individuals who choose not to work including retirees as well as individuals unable to work at the time. As the population ages, more retirees will be included in the category of choosing not to



Manitowoc County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	45,548	43,718	44,868	45,724	44,222	44,336
Employed	43,960	42,163	43,285	43,095	41,168	40,888
Unemployed	1,588	1,555	1,583	2,629	3,054	3,448
Unemployment Rate	3.5%	3.6%	3.5%	5.7%	6.9%	7.8%

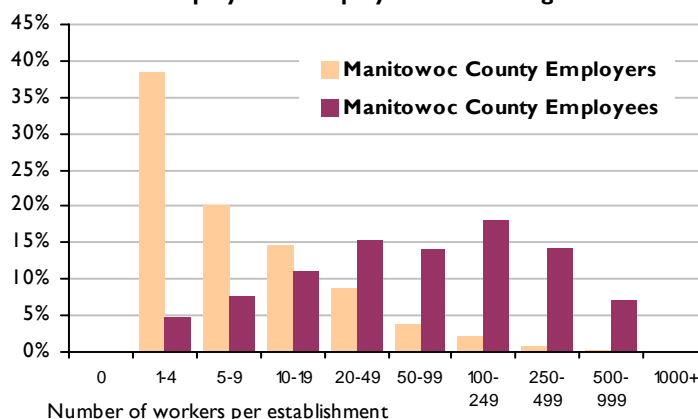
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Nearly 75 percent of the county's employers have fewer than 20 workers. This group of employers provides just under 25 percent of the county's jobs. On the other end of the spectrum, less than five percent of the employers in the county have over 250 workers. This five percent provides over 20 percent of the county's jobs.

Although the small employers do not provide a high percent of the jobs, these are often the businesses of the future, and may collectively provide a faster growth rate than their large counterparts. A healthy community will have a good mix of both large and small firms to encourage continuing economic growth.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

While manufacturing remains one of the largest industry groups in the county with over 30 percent of the county's jobs, it is easy to see the changes that have occurred in manufacturing when looking at the ten largest industry groups in the county. With four of the ten largest industry groups in manufacturing, there has been very limited growth during the last five years, especially in the fabricated metal manufacturing sector which had a loss of nearly 2,000 workers, primarily from the Miro plant closing. These ten industry groups make

up almost one-half of the jobs in the county.

Four of the largest employers in the county are also in manufacturing. These employers like other manufacturers have had fluctuations in employment over the last five years. Only two of the county's largest employers have over 1,000 workers at this time. Overall, these employers provide almost one out every five jobs in the county.

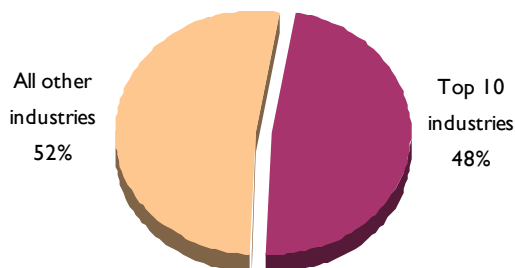
Top 10 Industries in Manitowoc County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Educational services	14	2,648	46	186
Food services & drinking places	140	2,133	-81	-91
Fabricated metal product manufacturing	48	1,897	-830	-1,939
Machinery manufacturing	19	1,617	104	-392
Hospitals	suppressed	suppressed	not avail.	not avail.
Executive, legislative, & gen government	33	1,535	8	20
Miscellaneous manufacturing	suppressed	suppressed	not avail.	not avail.
Food manufacturing	22	1,300	-47	59
Nursing & residential care facilities	26	1,149	92	330
Specialty trade contractors	123	1,017	318	147

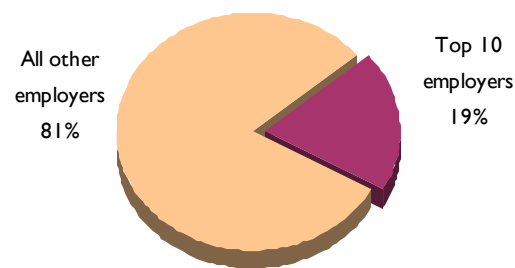
Top 10 Employers in Manitowoc County

Establishment	Product or Service	Size (Dec. 2003)
Fisher Hamilton LLC	Laboratory apparatus and furniture mfg.	Over 999 employees
Holy Family Memorial Group	General medical and surgical hospitals	Over 999 employees
Manitowoc Public School District	Elementary and secondary schools	500-999 employees
County of Manitowoc	Executive and legislative offices, combined	500-999 employees
Federal-Mogul Piston Rings Inc.	Carburetor, piston, ring, and valve mfg.	500-999 employees
Parker Hannifin Corp.	Fluid power valve and hose fitting mfg.	250-499 employees
City of Manitowoc	Executive and legislative offices, combined	250-499 employees
Manitowoc Cranes Inc.	Construction machinery manufacturing	250-499 employees
Nuclear Management Co. LLC	Nuclear electric power generation	250-499 employees
Aurora Medical Center of Manitowoc	General medical and surgical hospitals	250-499 employees

Share of jobs in top 10 industries in Manitowoc County



Share of Manitowoc County jobs with top 10 employers



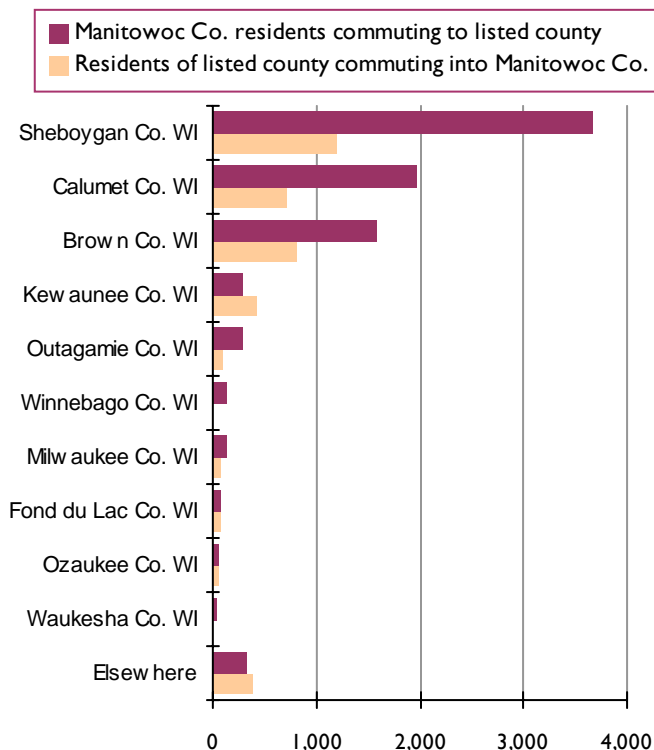
Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

Manitowoc County is basically a net exporter of workers. Nearly 4,700 more workers leave the county than enter the county for work. The counties with the largest exchange of workers are generally those that are closest and, in Manitowoc's case, are part of a metropolitan statistical area which quite often offers more employment opportunities or higher wages than can be found in Manitowoc.

Many of these commuting patterns have remained quite constant over the decade, although the numbers and percentage entering or leaving the county may have changed slightly over the course of time. Most of these patterns that have developed are based on the local economy, quality of life and other features in the community and only change dramatically if there has been a major shift in the region's economy.

The three counties gaining the most workers are all part of metropolitan statistical areas (MSAs) in the state. Sheboygan county where the largest exchange of workers occurs is also the closest to the City of Manitowoc. The county loses nearly 2,500 workers to Sheboygan County.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisors website: <http://dwd.wisconsin.gov/oea/>. Wage tables are general guides to what is happening in the local labor market. The surveys sent to approximately one third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Cashiers	\$7.61	\$6.45	\$7.44	\$8.53
Retail salespersons	\$10.20	\$6.78	\$8.21	\$11.73
Janitors & cleaners, except maids & hskpg. cleaners	\$9.19	\$7.59	\$8.92	\$10.59
Comb. food prep. & serving workers (fast food)	\$8.29	\$6.56	\$7.99	\$9.85
Team assemblers	\$12.45	\$9.56	\$11.99	\$14.87
Nursing aides, orderlies, & attendants	\$10.81	\$9.10	\$10.58	\$12.45
Office clerks, general	\$10.34	\$7.98	\$9.88	\$12.19
Packers & packagers, hand	\$10.41	\$8.28	\$10.31	\$12.80
Machinists	\$15.42	\$11.96	\$14.61	\$18.93
Truck drivers, heavy & tractor-trailer	\$16.82	\$13.96	\$16.38	\$19.25
Registered nurses	\$23.24	\$20.55	\$23.78	\$26.30
Bookkeeping, accounting, & auditing clerks	\$12.47	\$9.63	\$12.16	\$14.68
Maintenance & repair workers, general	\$16.28	\$14.10	\$16.56	\$18.98
Secretaries, except legal, medical, & executive	\$11.45	\$9.57	\$10.85	\$13.14
Laborers & freight, stock, & material movers, hand	\$11.06	\$8.05	\$10.94	\$13.43
Customer service representatives	\$13.95	\$9.70	\$11.87	\$17.22
Waiters & waitresses	\$7.10	\$6.01	\$6.65	\$7.88
General & operations managers	\$41.38	\$23.04	\$34.94	\$52.02
1st-line supvsr/mgrs. of prod. & operating workers	\$22.22	\$16.24	\$20.60	\$25.99
Truck drivers, light or delivery services	\$10.36	\$7.74	\$9.76	\$12.62

Manitowoc County is part of an area which includes Fond du Lac and Manitowoc counties.

Source: DWD, Bureau of Workforce Information, Occupation Employment Statistics Survey 2003

Employment and Wages

By far, the manufacturing sector employs the largest number of workers of all the industry sectors in the county. As a consequence, it also provides the largest share of wages in the county. Nearly 40 percent of all wages in the county come from manufacturing employment, an amount just under \$400 million annually. The county has gone through downsizing and closings of several manufacturing businesses during the last 8 years, such as the recent closing of the Miro Company. This has led to a decline in employment opportunities from this sector. Nationally, only 11 percent of workers are in manufacturing compared to 31 percent in Manitowoc.

The annual average wage for all industries was 92 percent of the state annual average wage. Annual wages were below the statewide averages in all industries with the exception of the trade, transportation and utilities industry group. The industry sector where wages are substantially below the state average is the financial ac-

Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Average Annual Wage Manitowoc County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 30,734	92.0%	3.3%
Natural resources	\$ 25,723	\$ 21,703	84.4%	4.3%
Construction	\$ 40,228	\$ 39,400	97.9%	-1.8%
Manufacturing	\$ 42,013	\$ 36,756	87.5%	5.1%
Trade, Transportation, Utilities	\$ 28,896	\$ 30,017	103.9%	-0.5%
Information	\$ 39,175	\$ 22,739	58.0%	Not avail.
Financial activities	\$ 42,946	\$ 27,753	64.6%	6.8%
Professional & Business Services	\$ 38,076	\$ 35,728	93.8%	15.4%
Education & Health	\$ 35,045	\$ 33,176	94.7%	4.7%
Leisure & Hospitality	\$ 12,002	\$ 8,648	72.1%	-0.5%
Other services	\$ 19,710	\$ 14,667	74.4%	-6.0%
Public Administration	\$ 35,689	\$ 32,517	91.1%	7.5%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

tivities sector, which provides just under three percent of the county's jobs.

While there was a net loss of jobs between 2002 and 2003, there were increases in employment in trade, transportation and utilities, financial services, business services and the education and health fields. These areas will most likely to continue to grow.

2003 Employment and Wage Distribution by Industry in Manitowoc County

	Employment		Total Payroll	
	Annual average	1-year change		
Natural Resources	735	-5	\$ 15,952,012	
Construction	1,526	-116	\$ 60,124,961	
Manufacturing	10,808	-859	\$ 397,258,925	
Trade, Transportation, Utilities	6,123	86	\$ 183,792,696	
Information	446	suppressed	\$ 10,141,612	
Financial Activities	937	29	\$ 26,004,526	
Professional & Business Services	1,288	-152	\$ 46,017,956	
Education & Health	6,170	61	\$ 204,695,784	
Leisure & Hospitality	3,118	-9	\$ 26,963,795	
Other services	1,023	-90	\$ 15,004,061	
Public Administration	1,710	-7	\$ 55,604,924	
Not assigned	0	0	0	
All Industries	33,901	-1,062	\$1,041,916,286	

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare, pensions) divided by mid-year total population estimates.

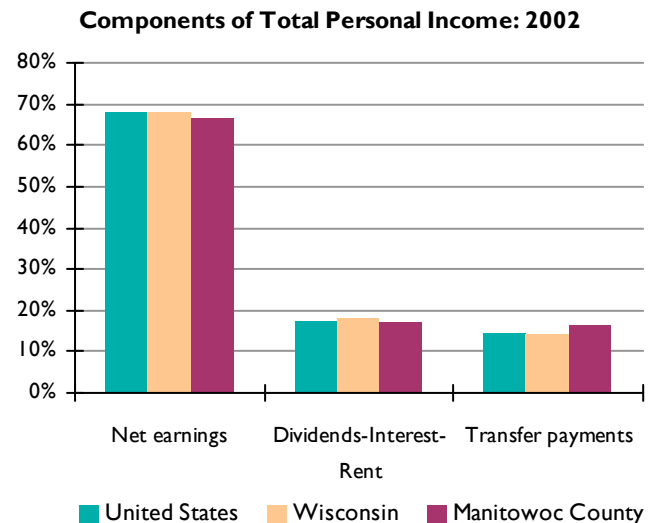
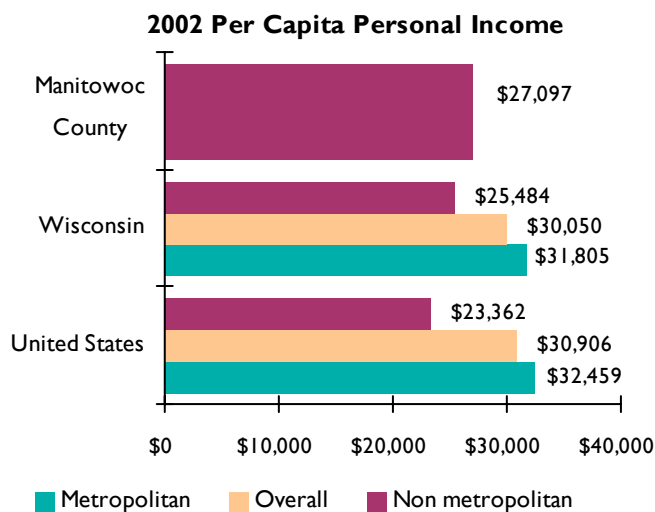
The majority of PCPI in Manitowoc comes from net earnings, with smaller percentages coming from dividends, interest payments and transfer payments. The slightly higher than average percent of income coming

from transfer payments may be related to a higher portion of retired aged residents in the county.

PCPI in Manitowoc County of \$27,097 is below both the state average by \$2,953 and the nation by \$3,809. During the last year, the rate of increase for the PCPI in the county was slightly higher than the nation but below the state's increase. During the last five years, the percent increase in PCPI in the county remained nearly four percent less than the state's and nation's increase.

Per Capita Personal Income							Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Manitowoc County	\$22,925	\$24,479	\$24,975	\$26,152	\$26,571	\$27,097	2.0%	18.2%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Manitowoc County	\$25,696	\$27,017	\$26,969	\$27,321	\$26,992	\$27,097	0.4%	5.5%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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Sheboygan, WI 53081
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email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.